

6/18/24, 2:07 PM

MXT3 Mail - Legal Analysis Consultation



Ryan Wagner &lt;ryan@mxt3.com&gt;

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## Legal Analysis Consultation

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**Andrew Dansicker** <adansicker@dansickerlaw.com>

Tue, Jun 18, 2024 at 12:00 AM

To: Andrew Dansicker &lt;adansicker@dansickerlaw.com&gt;, Ryan Dillon-Capps &lt;ryan@mxt3.com&gt;

Ryan,

I started reviewing your paperwork, and frankly, with the death in my family and a national conference next week, I just don't have the time and ability to focus on assisting you with such a complicated and time-consuming matter. The fact that you've been served with papers for a tro and injunction is not something that I can handle at this time.

I refunded your fee, and I wish you the best of luck moving forward.

Andrew

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Law Office of Andrew M. Dansicker, LLC  
11350 McCormick Road  
Executive Plaza II, Suite 705  
Hunt Valley, Maryland 21031  
(410) 771-5668  
(443) 927-7390 (fax)  
dansickerlaw.com

*\*Focusing on Maryland Employment Law Issues\**

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**From:** Andrew Dansicker <amdansicker@hotmail.com> on behalf of Andrew Dansicker  
<adansicker@dansickerlaw.com>

**Sent:** Monday, June 17, 2024 9:47 AM

**To:** Andrew Dansicker <adansicker@dansickerlaw.com>; Ryan Dillon-Capps <ryan@mxt3.com>

**Subject:** Re: Legal Analysis Consultation

[Quoted text hidden]



**RYAN WAGNER**  
**VICE PRESIDENT OF INFORMATION TECHNOLOGY**  
**COMPENSATION ADDENDUM**  
**7/6/2022**

**Base Salary:** \$124,120.00 / per year

**Monthly Bonus:** Up to \$1,000.00 / per month if monthly financial and operational goals are met. *(Plan and dollar amounts subject to change at any time)*

**Annual Bonus:** Up to \$6,000.00, based on meeting KPI's and operational goals of the company. The amount is at the discretion of the company.

**Phone/Internet Reimbursement:** Up to \$150.00 / per month

**Benefits:**

- Company benefits as described in the associate handbook.
- Health club membership.
- Participatory 401K plan based on plan requirements.
- Conventions and professional education-on agreed upon basis.
- Approved business expense reimbursements for club promotion.

**Start Date:** Your first day of this agreement is 7/6/2022

**AGREED UPON BY:**

**Ryan Wagner**

Associate: Print Name

Ryan Wagner

Ryan Wagner (Jul 20, 2022 12:00 EDT)

Associate: Signature

Glenn Norris

Supervisor Signature

Date

Jul 20, 2022

Date

Jul 20, 2022

Date



**RYAN WAGNER**  
**VICE PRESIDENT OF INFORMATION TECHNOLOGY**  
**COMPENSATION ADDENDUM**  
**7/6/2023**

**Base Pay:** \$136,532 / Year (\$5,688.83 / Pay Period)

**Monthly Bonus:** Up to \$1,100.00 / Month paid as a percentage based on KPI score.  
*(Plan and dollar amounts subject to change at any time)*

**Annual Bonus:** Up to \$12,000 based on meeting KPI's and operational goals of the company. The amount is at the discretion of the company.

**Phone / Internet Reimbursement:** Up to \$150.00 / Month. Reimbursement request must be made via reimbursement portal with receipt.

**Benefits:**

- Company benefits as described in the associate handbook.
- Health club membership.
- Participatory 401K plan based on plan requirements.
- Conventions and professional education-on agreed upon basis.
- Approved business expense reimbursements.

**Start Date:** Your first day of this agreement is 7/6/2023.

**AGREED UPON BY:**

Ryan Wagner

Associate: Print Name

Ryan Wagner

Ryan Wagner (Jul 26, 2023 18:02 EDT)

Associate: Signature

Glenn Norris

Glenn Norris (Jul 26, 2023 17:50 EDT)

Supervisor

Jul 26, 2023

Date

Jul 26, 2023

Date

Jul 26, 2023

Date



# 000 Wagner, Ryan VP of IT 7-6-2023 - Comp Addendum


Final Audit Report


2023-07-26


Created:	2023-07-25
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 Signer glenn@ohanagp.com entered name at signing as Glenn Norris  
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 Signer ryan.wagner@ohanagp.com entered name at signing as Ryan Wagner  
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 Document e-signed by Ryan Wagner (ryan.wagner@ohanagp.com)  
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 Agreement completed.  
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